



UCI ADVANCE Program

EQUITY AND DIVERSITY

Creating Pathways to Career Excellence: UC President's Postdoctoral Fellowship Program

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Director, UCI ADVANCE Program**

Fall 2015



Announcement: New Director of UC President's Postdoctoral Fellowship Program

- Mark Lawson, Professor in Residence of Reproductive Medicine, UC San Diego
 - Effective October 1, 2015

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Purpose

- Established in 1984 to encourage outstanding women and minority PhD recipients to pursue academic careers at the University of California
- Opened to all qualified candidates in 1996 who are committed to university careers that will enhance the diversity of the academic community at the University of California

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Distinctive Features

- 15-20 Fellowships awarded each year; may be renewed for a second year subject to review
- Dedicated mentoring by faculty member
- Provision of work space and computer by hosting academic unit
- Salary and research budget (may be augmented by hosting department)
- Sponsored career development programs and resources
- Associated with the Hiring Incentive Program since 2003
- 17 salary incentives available on a first come basis throughout the University of California
- Promote inclusive excellence

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Partnership for Faculty Diversity

- UC PFP partners with sister programs:
 - UC Berkeley Chancellor's Postdoctoral Fellowship Program (3)
 - UC Davis Chancellor's Postdoctoral Fellowship Program (4)
 - UC Los Angeles Chancellor's Postdoctoral Fellowship Program (2)
 - UC San Diego Chancellor's Postdoctoral Fellowship Program (3)
 - University of Michigan President's and Chancellor's Postdoctoral Fellowship Programs (2)
 - UC Irvine Chancellor's ADVANCE Postdoctoral Fellowship Program (5)
 - University of Colorado Chancellor's Postdoctoral Fellowship Program
- Funded researchers are encouraged to appoint postdocs through the UC PFP pool of candidates

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Partnership for Faculty Diversity

UC Irvine Chancellor's ADVANCE Postdoctoral Fellowship Program

- Purpose is to support early career scholars and researchers who model excellence through a demonstrated commitment to Equity & Diversity
- Supported through a partnership of several campus units including the offices of the Provost, Graduate Division, Equal Opportunity & Diversity, and School Deans

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2015-2016 UCI Chancellor's ADVANCE Postdoctoral Fellows & Faculty Mentors

Postdoctoral Fellow	Department	Faculty Mentor
Maria Patrice Amon	Drama <i>Claire Trevor School of the Arts</i>	Lonnie Alcaraz
Lee Cabatingan	Criminology, Law, and Society <i>School of Social Ecology</i>	Mona Lynch
Shandee Dawn Dixon	Molecular Biology and Biochemistry <i>School of Biological Sciences</i>	Celia W. Goulding
Nathan S. Garcia	Earth System Science <i>School of Physical Sciences</i>	Adam Martiny
Constance Iloh	Education <i>School of Education</i>	Jacquelynn Sue Eccles

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2015-2016 UC President's Postdoctoral Fellows & Faculty Mentors

Postdoctoral Fellow	Department	Faculty Mentor
Tina A. Beyene	History <i>School of Humanities</i>	Sharon Block
Hanna Garth	Anthropology <i>School of Social Sciences</i>	Leo Chavez
Caitlin Patler	Criminology, Law, and Society <i>School of Social Ecology</i>	Susan Bibler Coutin
Angela E. Fillingim*	Criminology, Law & Society <i>School of Social Ecology</i>	Susan Bibler Coutin

*UCI Chancellor's Postdoctoral Fellowship in Criminology, Law & Society

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UCI Faculty/Former President's Postdoctoral Fellows

Christine Balance ** <i>Asian American Studies</i>	Anita Casavantes Bradford ** <i>Chicano/Latino Studies and History</i>	Jacqueline Chen ** <i>Psychology & Social Behavior</i>	Alicia Cox*** <i>Comparative Literature</i>
Sohail Daulatzai ** <i>Film & Media Studies and African American Studies</i>	Rina Dechter <i>Information & Computer Science</i>	Laura E. Enriquez** <i>Chicano/Latino Studies</i>	Cynthia Feliciano <i>Sociology</i>
Angela Garcia * <i>Anthropology</i>	Donovan German ** <i>Ecology & Evolutionary Biology</i>	Sora Han ** <i>Criminology, Law & Society</i>	Douglas Haynes <i>History</i>
Constance Iloh*** <i>Education</i>	Sandra Irani <i>Information & Computer Science</i>	Laura Hyun Yi Kang <i>Women's Studies</i>	Solmaz Sajjadi Kia** <i>Mechanical & Aerospace Engineering</i>
James Kyun-Jin Lee ** <i>Asian American Studies</i>	Jennifer Lee <i>Sociology</i>	Julia Lee <i>Asian American Studies</i>	Beth Lopour** <i>Biomedical Engineering</i>
Syliva G. Nam** <i>Anthropology</i>	Annie Ro ** <i>Public Health</i>	Rocio Rosales ** <i>Sociology</i>	Ana Rosas ** <i>Chicana/Latino Studies</i>
Damien Sojoyner (Schnyder)** <i>Education</i>	Jared Sexton** <i>African American Studies and Film & Media Studies</i>	Sabrina Strings** <i>Sociology</i>	Fatimah Tobing Rony <i>Film & Media Studies</i>
Deborah Vargas * <i>Chicano/Latino Studies</i>	Linda Trinh Vo <i>Asian American Studies</i>	Tiffany Willoughby-Herard ** <i>African American Studies</i>	* - separated faculty ** - hired since 2003 *** - hire date 7/2016

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New Eligibility Criteria

- Applicants must receive a Ph.D. from an accredited university before the start of their fellowship. Successful applicants must present documents demonstrating they are legally authorized to work in the United States without restrictions or limitations. Individuals granted deferred action status under the Deferred Action for Childhood Arrivals program are encouraged to apply.



Selection Criteria

- Application reviewed by a selection committee, according to discipline group, consisting of UC Faculty
- Selection based on quality of proposal and strength of letters from reference writers and mentor, and distinctive advantages of hosting department
- Consideration given to candidates whose record of scholarship and service will contribute to diversity of the academic community



Education Background Statement: Address

- Perspectives based on non-traditional educational background or understanding of groups historically under-represented in higher education
- Communication skills and cross-cultural abilities for effective collaboration with a diverse cross section of the academic community
- Significant academic achievement by overcoming barriers
- Capacity to understand barriers to higher education for underrepresented groups

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Elements of Research Proposal:

- Focus on the originality and importance of the research project
- Describe relevant department/campus programming that will provide an enriching intellectual community and research community
- Discuss research and/or academic service that advances equitable access to higher education or promotes understanding of racial or gender inequalities



Participation by Discipline

- 666 Fellows have participated since 1985-
 - 173 (Social Sciences and Professional Fields)
 - 155 (Biological Sciences)
 - 153 (Arts and Humanities)
 - 114 (Physical Sciences)
 - 71 (Mathematics, Engineering and Computer Science)



Employment Placement

- Almost 70% of 2003-04 through 2013-14 Fellows are working in tenure-track positions; 80% are employed at Research I institutions
- Over 84% of 2013-14 Fellows hired into tenure track positions, 44% hired at UC campuses, including Merced
- 136 Fellows hired into tenure track positions since 2003 implementation of the hiring incentive



Applicant Pool Headcount

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Arts & Humanities	64	102	96	79	100	101	124	140	179	165	184	172	154	214
Life Sciences	40	39	55	38	67	84	64	104	83	60	77	102	107	102
MEPS	21	40	33	28	55	73	65	56	63	61	46	64	66	93
Social Sciences	75	101	102	111	100	132	132	177	191	172	177	184	192	218
Grand Total:	200	282	286	256	322	390	385	477	516	458	484	522	519	627

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Applicants with UCI PhDs, 2002-2013

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Arts & Humanities	3	4	6	4	4	2	6	7	10	*	*	*
Life Sciences	0	3	2	2	0	1	1	6	2	*	*	*
MEPS	3	1	1	1	4	5	1	4	3	*	*	*
Social Sciences	2	6	2	2	1	1	5	7	9	*	*	*
Grand Total:	8	14	11	9	9	9	13	24	24	17	23	*
Percentage Total:	4%	5%	4%	4%	3%	2%	3%	5%	5%	4%	5%	*

Last Available Data: Spring 2013



Applicants with UCI Mentors, 2002-2015

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Arts & Humanities	3	11	16	1	9	*	*	*	*	*	*	*	14	16
Life Sciences	1	2	3	1	1	*	*	*	*	*	*	*	8	6
MEPS	3	2	2	1	9	*	*	*	*	*	*	*	4	4
Social Sciences	5	11	2	1	8	*	*	*	*	*	*	*	19	31
Grand Total:	12	26	23	4	27	-	-	-	-	39	41	42	45	57
Percentage Total:	6%	9%	8%	2%	8%	-	-	-	-	9%	9%	8%	9%	9%

* data not available

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Fellowships hosted by UCI

	96-01	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Grand Total
Arts & Humanities	1	0	0	0	2	2	0	0	1	1	1	0	2	0	1	10
Life Sciences	0	0	1	0	0	1	1	0	1	1	0	1	0	0	0	5
MEPS	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2
Social Sciences	0	0	1	0	0	0	2	1	0	0	0	0	0	1	1	4
Total:	2	0	2	0	2	4	3	1	2	2	1	1	2	1	2	24

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Save the Date

- Deadline to submit application:

November 1, 2015

- Deadline to submit faculty letters:

December 1, 2015